

SHAKOPEE PUBLIC SCHOOLS



SCHOOL BOARD AGENDA





Shakopee Public Schools
School Board Learning Session
District Office Board Room, 1200 Town Square,
Shakopee, MN 55379

June 11, 2018
6:30 PM

1. CALL TO ORDER SCHOOL BOARD LEARNING SESSION AND ROLL CALL - CHAIR SWANSON
2. PLEDGE OF ALLEGIANCE
3. CONSIDERATION OF AGENDA AS PRESENTED AND ADDITIONS
 3. 1. Shakopee High School Schedule Task Force Recommendation 3
 3. 2. Academies of Shakopee Professional Development Update
 3. 3. Staffing Update 8
 3. 4. Budget Update 11
 3. 5. Superintendent Evaluation Process and Timeline
 3. 6. Strategic Planning 22
4. OTHER
5. UPCOMING MEETINGS AND IMPORTANT DATES
 - June 11, 2018 5:00PM Policy Committee Meeting DO Room 202
 - June 13, 2018 5:00PM BOC Shakopee High School
 - June 25, 2018 5:00PM Finance Committee Meeting DO Room 202
 - June 25, 2018 6:00PM School Board Business Meeting DO Board Room
 - June 27, 2018 5:00PM BOC DO Board Room
 - July 9, 2018 5:00PM School Board Retreat DO Board Room
 - July 11, 2018 5:00PM BOC DO Board Room
 - July 23, 2018 5:00PM Finance Committee Meeting DO Room 202
 - July 23, 2018 6:00PM School Board Business Meeting DO Board Room
 - July 25, 2018 5:00PM BOC DO Board Room
6. ADJOURNMENT OF SCHOOL BOARD LEARNING SESSION

HS MASTER SCHEDULE TASK FORCE | RECOMMENDATION to the SCHOOL BOARD

Shakopee Public Schools | May 22, 2018

RECOMMENDATION

The High School Master Schedule Task Force recommends the Shakopee School Board adopt the traditional 4x4 Block schedule for the Academies of Shakopee High School beginning with the 2019-2020 school year.

History of process

How did we get here? The process began with an unsuccessful referendum to build a second high school in 2013. In response to this outcome, the School Board and the Office of the Superintendent spent significant time interacting with the stakeholders and devising a new plan that could get enough votes to pass. That plan included one large high school which would be broken down into smaller communities to help students feel connected. After significant research, the District decided to pursue the academy model as the vehicle for creating these smaller learning communities within the large high school.

Simultaneously, the District spent time with teachers exploring what a state-of-the-art high school experience might include, and as a result began focusing on ways the current structures and expectations might be modified to improve and enhance the student educational experience. This, combined with the move towards the academy model, contributed to the District's adoption of strategic plans related to technology, grading and reporting, tracking student learning, instructional framework, and so on.

Eventually, the combination of these factors brought about an understanding that to accomplish the goals coming from these various plans, the high school would need a schedule that more fully accommodates the following criteria:

- An increased number of credit opportunities available per year
- Longer class periods than the current 46 minutes per period
- Time for Academy Teaming during student contact day
- A teaching efficiency ratio better than the 5-1-1 Schedule's 71.43%

Ford Next Generation Learning consultants provided needed training and background on various schedule options. The Superintendent at the time made the decision that the [best schedule for the new HS Academies](#) would be the Alternating Day 4 Period Block Schedule. Unfortunately, this decision did not include feedback from teachers or consider their input. Moreover, the teacher contract at the time had very specific contractual language that referenced the 5-1-1 / 7 Period Day schedule; this meant that any schedule change would need to be negotiated.

During negotiations between the teachers and the District in the Fall and Winter of 2017-2018, the teachers and the District had significant discussions about this issue. Eventually, both parties agreed to delay the implementation of a new schedule for one additional year to allow for a process of schedule selection that would incorporate feedback and input from teachers. As a result this committee was formed and one remaining criteria was added to the list for the new schedule:

- Impact of any new schedule on teacher workload

This document now serves as the recommendation of the HS Master Schedule Task Force to the School Board in the matter of the HS Academies Master Schedule selection.

Members of the HS Master Schedule Task Force (TF)

Teacher representatives for this TF were recruited from the Grades 9-12 teaching faculty through self-nomination and then were selected by the SEA Negotiations Team using the identified criteria listed in the Recruitment Google Form.

QUESTIONS
RESPONSES
14

Self-Nomination Form | District HS Schedule Task Force | January 16, 2018

The purpose of this form is to solicit self-nominations for the District's HS Schedule Task Force which will be meeting regularly between now and the end of the school year (and perhaps for a short while in the Fall of 2018).

Purpose: The District HS Schedule Task Force will meet to create and facilitate a teacher-engagement work plan for the purpose of recommending a schedule for the Academies of Shakopee to the full School Board by the end of September 2018.

Description: The task force will consist of equal numbers of...

- (1) a cross section of eight (8) HS teachers selected by the SEA plus the SEA President
- (2) up to nine (9) Board members and building and District administrators as assigned by Shakopee Public Schools

Criteria for selection: the SEA Exec Bd has established the following goals for the selection criteria for the cross section of teacher representatives on the task force (based upon who self-nominates)...

- (1) 2 reps from Grade 9, and 6 reps from Grades 10-12
- (2) Of those eight reps indicated in (1) above, 3 reps will be selected from Core departments, 3 reps will be selected from Elective departments, and 2 reps will be selected from Special Education and related services and English Learner teachers as a combined group.
- (3) a range of teaching experience
- (4) a range of experiences with differing HS schedules

* If the numbers of individuals who self-nominate does not allow us to achieve this cross section, we will do our best to select a group that reflects the HS staff.

* Alternates for each category (if numbers allow) will also be selected who will replace any member who cannot make the majority of the task force's identified meeting dates.

The self-nomination period will be open until Monday, January 22 at 2 PM.

Teachers

<u>LAST</u>	<u>FIRST</u>	<u>DEPT</u>	<u>AREA</u>	<u>GRADE</u>	<u>EXP</u>
Nelson	Kelli	English	Core	09	10-20
Stone	Jody	Social Studies	Core	10	20+
Hildebrandt	Sean	Science	Core	11	20+
Hook	CarolAnn	English	Core	12	10-20
Hendrickson	TJ	Technology Education	Elective	09	20+
Christenson	Eric	Music	Elective	10	20+
Pavlak	Amanda	Special Education	SpEd	11	3-10
Pierce Fish	Suzi	Special Education	SpEd	12	10-20
Anderson	Dale	SEA	None	--	25+

Administrators on the TF were selected by the District Administration.

Administrators

<u>LAST</u>	<u>FIRST</u>	<u>ROLE</u>
Hallett	Shawn	School Board Member
McKeand	Matt	School Board Member
Tucker	Angela	School Board Member
Anger	Gary	Superintendent
Thul	Nancy	Director of Teaching and Learning
Gray	Keith	Director of Human Resources
Pawlicki	Jeff	HS Principal
Lang	Stuart	HS Academy Principal
Doran	Scott	HS Academy Principal
Jordan	Sarah	HS Academy Principal

Actions of the HS Master Schedule Task Force

Once the teacher contract was ratified (Feb 11 by the SEA and Feb 26 by the School Board), the membership of the TF convened and began their work. Click on the link of any of the meeting dates for access to the notes and materials for the meeting:

- [February 27](#)
 - [March 8](#)
 - [March 14](#) - Early Release
 - [March 20](#)
 - [April 10](#)
 - [April 17](#)
 - [April 25](#) - Early Release
 - [May 1](#) - TF initial recommendation
 - May 14 - Consideration of some teacher concerns and reaffirmation of recommendation
 - May 22 - Approval of Final Recommendation by TF for presentation to the School Board
-

Opportunities for Teacher Feedback and Input

Teachers had multiple opportunities to provide feedback:

- November 30, 2017 Survey - SEA HS Building Schedule Survey (used in negotiations process)
 - January 15 Early Release - Gathered teacher feedback regarding issues to guide TF discussions
 - March 14 Early Release
 - Personal review of 4 initial schedule possibilities
 - Department Review of 4 initial schedule possibilities
 - Academy Team Review of 4 initial schedule possibilities
 - Option for development of additional schedule possibilities
 - Only one was offered (Modified 7 Period Day)
 - April 25 Early Release
 - Q+A Opportunities with school district reps from schools with the 3 schedule options which the TF felt best met the selection criteria
 - Eastern Carver County HSs | Modified 7 Period Day Schedule (three 7 Period Days per week with two 4 period days per week)
 - Alexandria HS | Alternating Day 4 Period Block Schedule (2 sets of 4 alternating day courses x2 sems)
 - Wayzata HS | Traditional 4x4 Block Schedule (4 courses per quarter x 4 quarters)
 - Opportunities for both Department and Academy discussions after panel
 - Personal responses on Schedule Feedback form (based on selection criteria) with opportunity for open comments
-

Sample of [Recommended Schedule](#)

Strengths of Recommended Schedule

Based on Selection Criteria:

- Number of credits | Increases from 14 under current to 16 with Traditional Block
 - Longer class periods | Increases from 46 minutes per class period to 85 minutes
 - Academy Teaming during student contact day | Schedule is adaptable for meeting this criteria
 - Teacher workload
 - Decreases # of possible preps from 5 to 3 per grading period
 - Increases # classes taught per semester from 5 to 6
 - Decreases daily student load ~160 to ~96 (based on class average of 32)
 - Decreases student load per grading period from ~160 to ~96 (based on class average of 32)
 - A teaching efficiency ratio better than the 5-1-1 Schedule's 71.43% | Traditional Block is 75% efficient as teachers teach 3 of 4 periods per day
-

Issues to be Addressed Regarding Recommended Schedule

- Academic gap issue
 - Description | Because courses are quarter in length for what were semester courses on the 7 period day, a student could take all of a grade level sequential course in the fall of one year and the next course in the sequence the spring of the next year and have a whole year in between courses.
 - Primary areas affected
 - Band/Choir
 - SPED
 - Math
 - World Languages
 - Example | Student takes Spanish I in fall of freshman year and Spanish 2 in spring of sophomore year.
- Advanced courses
 - Description | Some advanced courses (AP particularly) are tied to a national testing date in early May. If students take the year long course in the Fall, they have 3+ months without the class before testing occurs. If they take the class second semester, they miss out on 1 month worth of class time due to the schedule of the national testing.
 - Affected courses
 - Year-long AP courses
 - Year-long CIS courses
 - Example | AP World History test is the second Thursday of May. A student taking the course in the fall would be done the third week of January, with the test in May. If the student took that course in the spring, they would miss the last 4-5 weeks due to test preparation and exam completion.
- Student absences
 - Description | A student missing a week of school is essentially missing 1/9th of the course, compared with 1/18th of a our current schedule courses.
 - This is an issue for absent teachers as well.
- Transition
 - Teachers | Need training and time to adjust instructional practice and curriculum for teaching on a block schedule

- Students | Helping students learn how to manage their experience in the new schedule
- Study Halls | A determination will need to be made about the appropriate amount of study halls available to students under the new schedule.
- Graduation Requirements
 - New graduation requirements will need to be set by the School Board.
 - The decision regarding study halls should affect the number of credits required for graduation.
 - Members of the TF expressed a desire to see the Financial Literacy requirement added and Social Studies elective requirement reinstated.

Job Postings

Position	Location
Central Family	
TOSA - Special Education Coordinator, ECSE	Central Family Center - Early Childhood Programs
Early Childhood Teacher, Special Education Birth-3	Central Family Center - Early Childhood Programs
District Wide	
Substitute Custodian	District Wide
Manager of Community Partnerships & Facilities	District Wide
Buildings and Grounds Manager	District Wide
Health Assistant/LPN- ESY & Targeted Services	District Wide
Licensed School Nurse	District Wide
Substitute Health Assistant	District Wide
Physical Impairment/Assistive Technology Coordinator	District Wide
Teaching and Learning Coordinator	District Wide
Eagle Creek Elementary School	
Behavior Intervention Teacher	Eagle Creek Elementary School
Paraprofessional- ESY	Eagle Creek Elementary School
Technology Assistant	Eagle Creek Elementary School
East Middle School	
Teacher, Art	East Middle School
Teacher, Band	East Middle School
Jackson Elementary School	
LTS Teacher, 5th Grade	Jackson Elementary School
Physical Education Teacher (1 Year Only)	Jackson Elementary School
Playground Supervision	Jackson Elementary School
Red Oak Elementary School	
Teacher, 1st Grade	Red Oak Elementary School
Teacher, Grade 2 (1 Year Only)	Red Oak Elementary School
Special Education Resource Teacher	Red Oak Elementary School
Shakopee Senior High School	
Head Speech Coach	Shakopee Senior High School
Healthcare Teacher	Shakopee Senior High School
Reading Specialist, Teacher	Shakopee Senior High School

Job Postings

Social Studies Teacher	Shakopee Senior High School
Band Teacher	Shakopee Senior High School
Health & Physical Education Teacher	Shakopee Senior High School
Special Education Teacher - Resource	Shakopee Senior High School
Sun Path	
Elementary Teacher	Sun Path Elementary School
Teacher 3rd Grade	Sun Path Elementary School
Sweeney	
Teacher, 2nd Grade	Sweeney Elementary School
Paraprofessional, Supervision	Sweeney Elementary School
Tokata Learning Center	
Building Substitute Teacher	Tokata Learning Center
West Middle School	
Tech Ed Teacher	West Middle School
English Teacher (2 Positions Available)	West Middle School
Science Teacher	West Middle School
Science Teacher (1 Year Only)	West Middle School

Building	Total Kindergarten Enrollments as of:									Sections	Average
	25-Apr-18	4-May-18	11-May-18	18-May-18	1-Jun-18	15-Jun-18	29-Jun-18	13-Jul-18	27-Jul-18	7-Jun-18	Size
Sweeney Elementary	79	88	95	97	101					5	20.2
Jackson Elementary	130	131	131	132	135					7	19.3
Sun Path Elementary	90	91	92	95	97					4	24.3
Eagle Creek Elementary	95	101	104	105	111					5	22.2
Red Oak Elementary	65	69	69	71	78					5	15.6
Districtwide Total	459	480	491	500	522	0	0	0	0		

Shakopee Public Schools



2018-19 Budget Update

June 11, 2018

Budget Approval

The Fiscal Year of the District commences on July 1-

The School Board, by law, must have a budget adopted for the upcoming fiscal year prior to July 1

Budget Development

Board certifies property tax levy –December 2017

District establishes revenue and expenditure assumptions-

Budget adjustments approved April 2018

Board adopts 2018-19 Budget June 2018

Budget revisions approved by Board - Prior to June 30, 2019

INDEPENDENT SCHOOL DISTRICT #720
Shakopee Public Schools
ADOPTED BUDGET
July 1, 2018-June 30, 2019

	Projected Revenue	Projected Expense & Other Financing Resc.	Projected Fund Equity
<hr/>			
Governmental Funds			
GENERAL FUND	\$ 99,261,781	\$ 97,409,213	\$ 2,955,864
FOOD SERVICE	4,715,000	4,800,000	378,165
COMMUNITY SERVICES	3,000,000	2,965,000	318,306
BUILDING CONSTRUCTION	100,000	8,650,000	166,000
DEBT SERVICE	21,600,000	21,500,000	3,065,743
	<hr/>	<hr/>	<hr/>
TOTAL GOVERNMENTAL FUNDS	\$ 128,676,781	\$ 135,324,213	\$ 6,884,078

INDEPENDENT SCHOOL DISTRICT #720
Shakopee Public Schools
ADOPTED BUDGET
July 1, 2018-June 30, 2019

<u>Proprietary Funds</u>			
INTERNAL SERVICE	\$ 9,100,000	\$ 9,165,000	\$ 322,066
<u>Fiduciary Funds</u>			
SCHOLARSHIP TRUST	7,100	12,000	16,889
OPEB TRUST	450,000	199,122	5,243,099
TOTAL FIDUCIARY FUNDS	\$ 457,100	\$ 211,122	\$ 5,259,988
 <u><i>TOTAL ALL FUNDS</i></u>	 <u><i>\$ 138,233,881</i></u>	 <u><i>\$ 144,700,335</i></u>	 <u><i>\$ 12,466,132</i></u>

Changes from May update--Expenditures

General Fund expense: 98,716,461

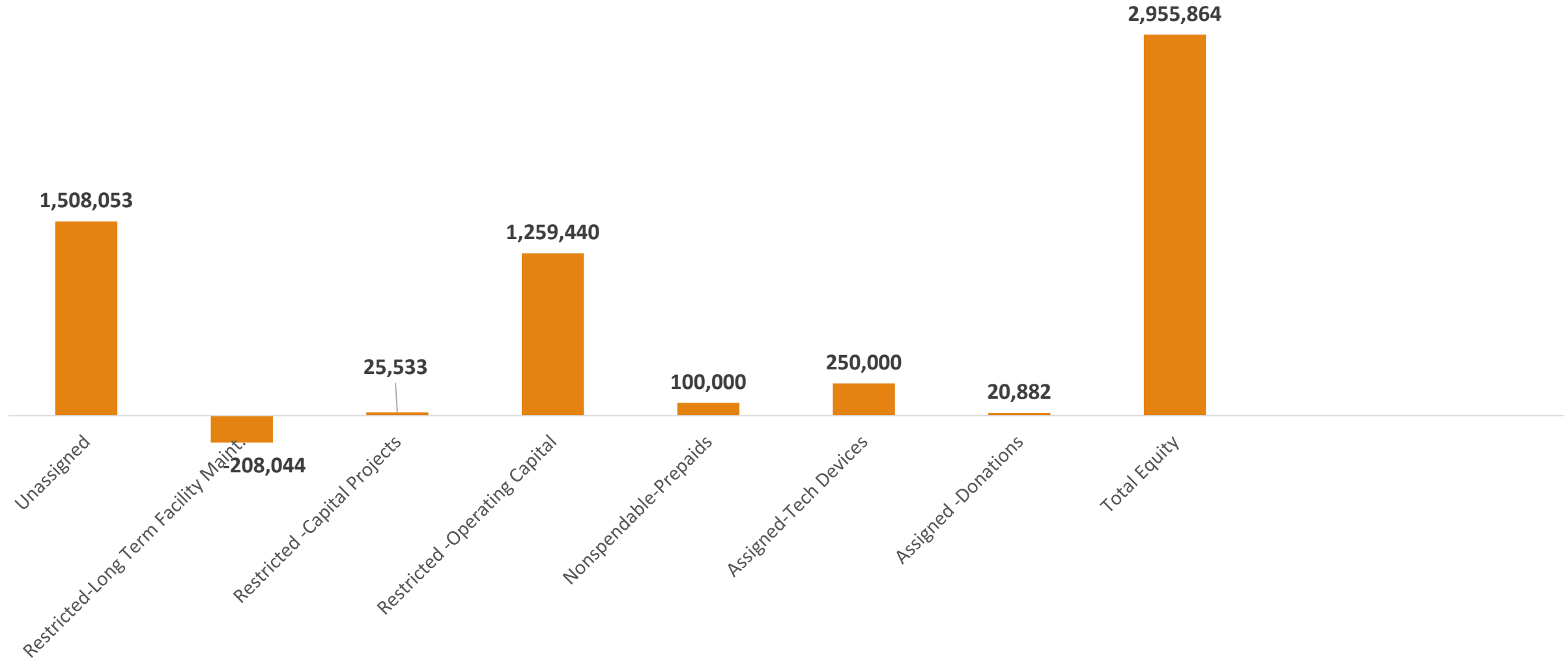
Decrease in contracted services (\$247,248)

Decrease in capital expenditures (tied to sale of land) (\$1,100,000)

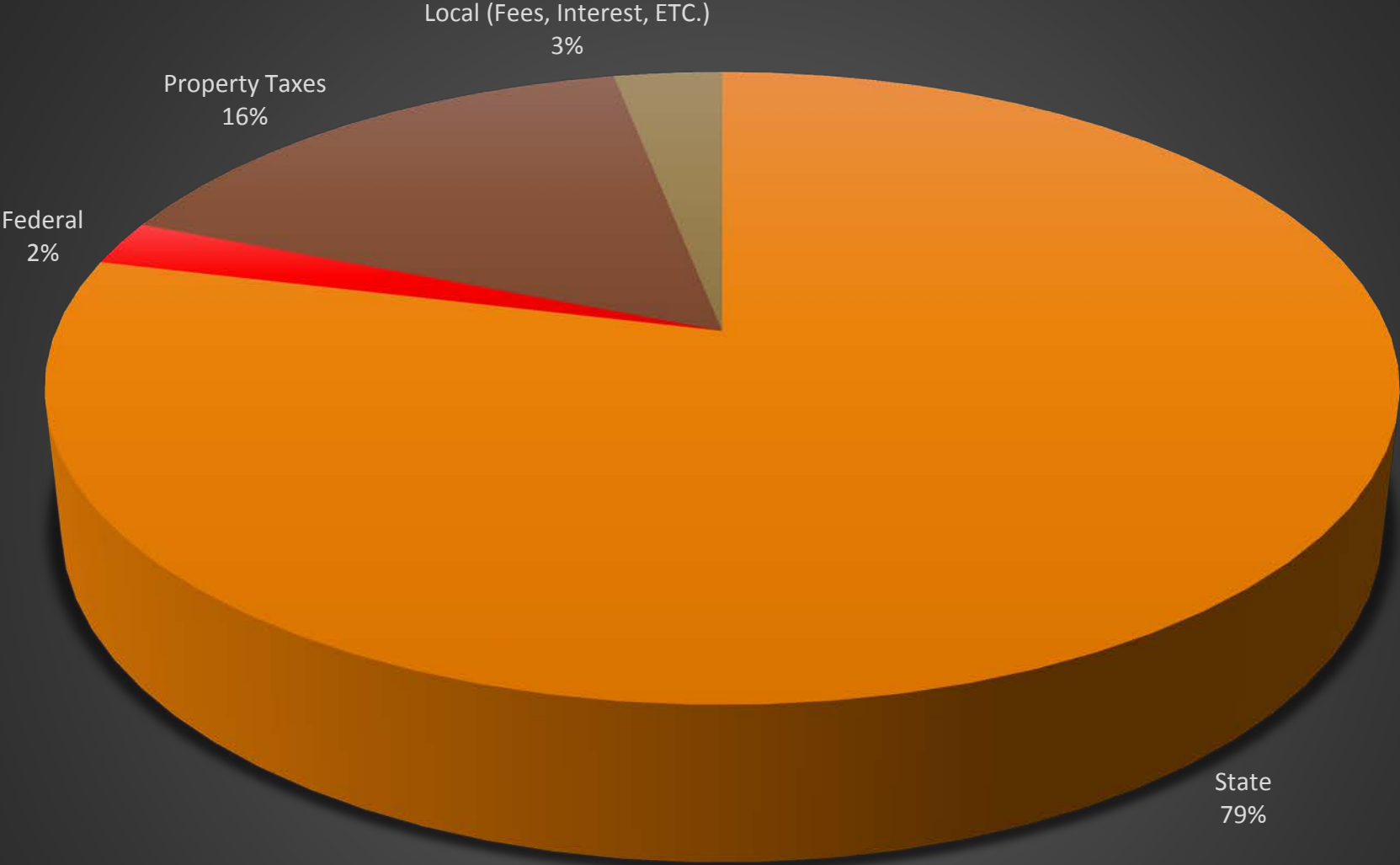
Additional staffing (Community Coordinator) \$40,000

Proposed General Fund expense \$97,409,213

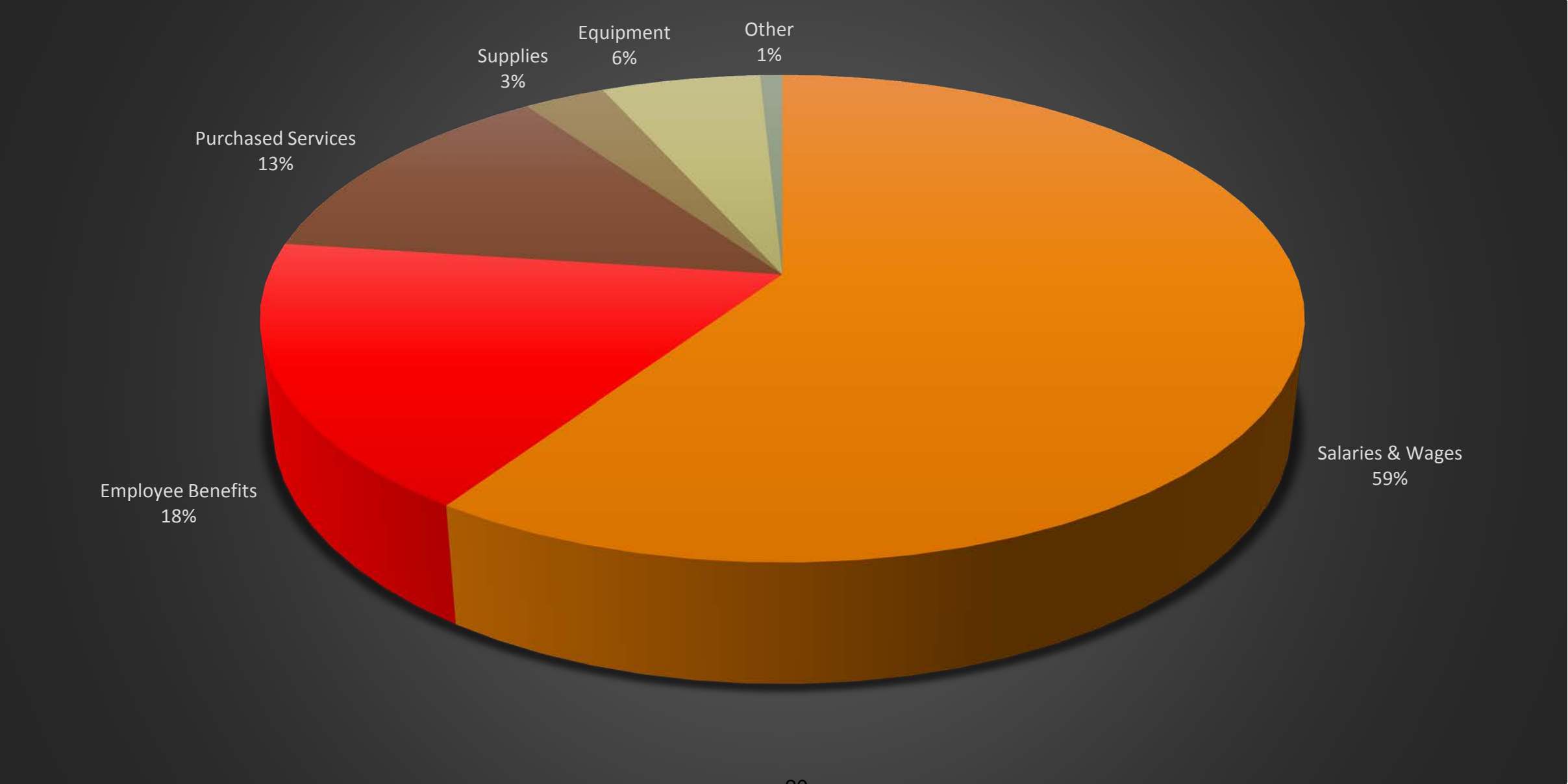
General Fund Equity



General Fund – Revenue Sources



General Fund – Expenditures





SHAKOPEE PUBLIC SCHOOLS

REVENUE & EXPENDITURE
SUMMARY BY SOURCE, OBJECT
SERIES & PROGRAM SERIES

May 31, 2018



REVENUE

REVENUE CATEGORIES			Adopted Budget	Revised Budget	Next Year Budget	Received YTD	Budget Remaining	May 31, 2018	May 31, 2017	May 31, 2016	May 31, 2017	May 31, 2016
	June 30, 2016	June 30, 2017						% of Budget Received	% of Actuals Received	% of Actuals Received		
STATE	70,787,829	74,409,199	75,903,741	76,668,726	78,185,014	65,938,424	10,730,302	86.0%	84.4%	84.9%	62,786,799	60,078,248
FEDERAL	2,033,546	2,608,594	2,000,140	2,230,754	2,258,755	1,434,911	795,843	64.3%	59.1%	67.2%	1,542,310	1,367,041
PROPERTY TAXES	9,136,671	13,303,807	13,852,370	13,852,370	15,769,200	10,401,712	3,450,658	75.1%	57.4%	82.5%	7,632,776	7,535,530
LOCAL (FEES, INTEREST, ETC.)	1,661,946	2,010,115	1,989,669	2,244,832	3,048,812	2,028,220	216,612	90.4%	88.5%	89.8%	1,778,606	1,491,888
TOTALS	83,619,993	92,331,715	93,745,920	94,996,682	99,261,781	79,803,266	15,193,416	84.0%	79.9%	84.3%	73,740,492	70,472,707

EXPENDITURES

OBJECT SERIES			Adopted Budget	Revised Budget	Next Year Budget	Expended YTD	Budget Remaining	May 31, 2018	May 31, 2017	May 31, 2016	May 31, 2017	May 31, 2016
	June 30, 2016	June 30, 2017						% of Budget Expended	% of Actuals Expended	% of Actuals Expended		
SALARIES & WAGES	54,395,343	56,814,018	55,638,697	56,967,196	57,833,069	45,086,514	11,880,683	79.1%	80.9%	81.2%	45,951,794	44,151,266
EMPLOYEE BENEFITS	16,116,270	16,535,540	16,142,171	16,593,273	17,289,840	13,452,672	3,140,601	81.1%	75.4%	76.0%	12,463,481	12,240,635
PURCHASED SERVICES	11,396,889	12,421,607	12,892,345	12,546,431	12,852,785	10,335,060	2,211,371	82.4%	85.9%	85.4%	10,666,379	9,729,091
SUPPLIES	2,657,733	3,097,134	3,283,007	2,789,380	2,924,922	2,371,990	417,390	85.0%	91.4%	88.2%	2,831,251	2,343,662
EQUIPMENT	4,921,550	7,743,770	5,428,675	6,678,669	6,712,929	4,943,761	1,734,908	74.0%	84.8%	57.3%	6,568,045	2,819,652
DEBT SERVICE	-	-	-	-	-	-	-	0.0%	0.0%	0.0%	-	-
OTHER EXPENDITURES	625,227	621,008	392,080	385,690	795,668	384,323	1,367	99.6%	51.1%	91.6%	317,472	572,912
TOTALS EXPENDITURES	90,113,012	97,233,078	93,776,975	95,960,640	98,409,213	76,574,319	19,386,321	79.8%	81.0%	79.7%	78,798,422	71,857,219
OTHER FINANCING (SOURCES) USES	(1,239,504)	(3,447,610)	(1,000,000)	(1,000,000)	(1,000,000)	-	(1,000,000)	0.0%	58.3%	0.0%	(2,011,500)	-
TOTAL EXP. & OTHER FINANCING	88,873,508	93,785,468	92,776,975	94,960,640	97,409,213	76,574,319	18,386,321	80.6%	81.9%	80.9%	76,786,922	71,857,219

PROGRAM SERIES			Adopted Budget	Revised Budget	Next Year Budget	Expended YTD	Budget Remaining	May 31, 2018	May 31, 2017	May 31, 2016	May 31, 2017	May 31, 2016
	June 30, 2016	June 30, 2017						% of Budget Expended	% of Actuals Expended	% of Actuals Expended		
SITE ADMINISTRATION	4,976,080	4,932,004	5,045,458	5,055,064	4,813,703	4,257,102	797,961	84.2%	88.1%	87.7%	4,345,613	4,365,593
DISTRICT ADMINISTRATION	1,521,185	1,618,451	1,248,966	1,384,874	1,412,755	1,122,704	262,169	81.1%	82.7%	95.2%	1,338,266	1,448,456
SUPPORT SERVICES	1,502,414	1,374,162	(434,697)	1,846,970	1,833,474	1,076,560	770,410	58.3%	86.6%	88.9%	1,190,467	1,334,958
REGULAR INSTRUCTION	38,868,827	39,283,154	39,936,123	39,806,926	41,009,328	30,437,342	9,369,584	76.5%	77.6%	76.3%	30,496,313	29,660,433
EXTRA CURRICULAR ACTIVITIES	2,137,843	2,461,422	2,428,544	2,268,512	2,355,963	2,150,927	117,585	94.8%	91.5%	89.9%	2,252,551	1,922,000
VOCATIONAL INSTRUCTION	891,170	949,696	587,494	717,005	666,230	530,749	186,255	74.0%	38.9%	44.4%	369,344	395,271
SPECIAL EDUCATION	17,064,715	18,362,447	18,294,395	17,876,710	18,407,151	14,257,755	3,618,955	79.8%	76.8%	78.2%	14,103,536	13,342,112
INSTRUCTIONAL SUPPORT	7,492,764	9,726,952	9,848,120	9,519,180	9,443,979	8,096,898	1,422,282	85.1%	88.9%	85.6%	8,643,612	6,416,771
PUPIL SUPPORT SERVICES	7,262,299	7,617,116	7,553,154	7,963,259	8,199,033	6,398,045	1,565,215	80.3%	82.6%	82.6%	6,289,847	6,001,829
FACILITIES	5,937,614	6,252,054	7,069,318	7,305,819	8,018,528	6,504,419	801,400	89.0%	99.8%	90.1%	6,239,058	5,350,793
OTHER FINANCING USES	1,218,599	1,208,010	1,200,100	1,216,320	1,249,069	1,741,817	(525,497)	143.2%	125.7%	132.9%	1,518,316	1,619,003
TOTALS	88,873,508	93,785,468	92,776,975	94,960,640	97,409,213	76,574,319	18,386,321	80.6%	81.9%	80.9%	76,786,922	71,857,219

District

1) MTSS

2) Instructional Frameworks

3) Equity

Coaches DLC-IC

Elementary

SEL

Personalized Learning

PBIS

Middle

Grading Practices

Teaming/Intervention

High

Grading Practices

Teaming/Intervention



EDUCATION FORWARD



MISSION

In partnership with our community, we will educate lifelong learners to succeed in a diverse world.

VISION

To ensure ALL students are college and career ready.

STRATEGIC DIRECTIONS

Six areas of focus to accomplish our mission & vision.

QUALITY INSTRUCTION & STUDENT ENGAGEMENT

Teachers will possess a common set of instructional practices and beliefs to ensure all students are engaged and achieve at high levels.

WHOLE STUDENT DEVELOPMENT

Emphasis on the District's 6 C's of Character, Collaboration, Communication, Creativity, Critical Thinking, and Cultural Competence to improve college and career readiness.

PERSONALIZED LEARNING

With student interests and passions in mind, teachers will use a personalized approach to maximize students' educational experience.

A CULTURE OF EXCELLENCE

Staff are committed to high expectations and continuous improvement, while the District Office and its departments will operate as a service center in support of staff and students.

21ST CENTURY LEARNING ENVIRONMENT

Students will learn in flexible and technology rich spaces that allow them to easily collaborate with each other and their teachers for a full range of experiences.

EXCELLENCE WITH EQUITY

Staff, students, and families will develop a raised awareness and capacity to engage, inspire, and communicate on issues of excellence with equity.

Administrative Retreat Agenda - June 6, 2018

- 1) Meeting expectations (5 - Gary)
 - a) Stay engaged
 - b) Don't let technology be a distraction
 - c) Speak your truth and speak up
 - d) Actively listen
 - e) Stay focused on positive results

- 2) Meeting Goals/Purpose (5 - Gary)
 - a) Use leadership scenarios to improve our practice as leaders.
 - b) Prioritize district initiatives to determine what the most important things are that we need to focus on next year.
 - c) Begin work on our "equity lenses" so that we can support each other to grow in this area.
 - d) Support needs brought forth by district leaders.

- 3) Leadership scenario - challenging conversations with staff (20 - Dave)

- 4) [District document dive](#)
 - a) Memory Lane (15 - Dave/Nancy)
 - b) Document review (15 - Gary)

- 5) Break (10 minutes)

- 6) Project/Initiative Inventory/ranking (60 - Bryan/Gary)

- 7) Conglomerate/summarize/combine all groups analysis (30 - Jeff/Julie/Gary)

- 8) Leadership Activity (20 - Keith/Dale)

- 9) Lunch (40 minutes)

- 10) Leadership Activity (20 - Dave/Gary)

11) Nuts/bolts (45 - all)

- a) E-Learning days
- b) ESSA/WBWF overview - totally optional
- c) PD plan/grid (Nancy/Dave)
- d) Crisis Plan
- e) Data retreat dates for preparation and work with building teams (Dave)
 - June 25: Districts retrieve embargoed final individual student test results.
 - July 23: Districts retrieve embargoed final school and district summary results.
 - Aug. 8: Districts retrieve preliminary embargoed accountability results.
 - Aug. 8–17: District appeals window for accountability results.
 - Aug. 27: Districts retrieve embargoed summary accountability results.
 - Aug. 28–29: Media embargo of final assessment and accountability results.
 - Aug. 30: Public release of final assessment and accountability results in data center.\
- f) Staffing update - see staffing sheet??? Should we do this? (Keith)
- g) Other

12) Leadership Activity (20-30 - Gary/Julie)

13) Personal equity lens (20 - Gary)

14) List events that shape personal equity lens (15 - done individually)

15) Widening/refining your equity lens and the lens of your staff members (30 - Gary/Kristi)

16) Equity team focus/work for 2018-19 and going forward

17) What's next? Follow-up items from today?